

House File 2102 - Introduced

HOUSE FILE 2102

BY HUNTER

A BILL FOR

1 An Act relating to labor union membership and representation
2 and making penalties applicable.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. 731.5A Employer limitations.

2 It shall be unlawful for any person, firm, corporation, or
3 association to do any of the following relative to the rights
4 of a person to join a union as provided in this chapter:

5 1. Interfere in the right of employees to participate
6 in an election concerning representation by a labor union,
7 organization, or association.

8 2. Fail to enter into an initial contract with a labor
9 union, organization, or association that has been duly elected
10 to represent employees of the person, firm, corporation, or
11 association.

12 3. Misclassify employees for purposes of denying
13 employees the right to form a union or receive the benefits of
14 representation by a labor union, organization, or association.

15 4. Deny the rights of an employee to receive the rights
16 and benefits of representation by a labor union, organization,
17 or association or to seek a remedy based upon these rights and
18 benefits based upon the employee's immigration status.

19 5. Prevent employees in a labor union, organization, or
20 association from the right to collectively bargain with all
21 persons, firms, corporations, or associations that control the
22 terms and conditions of the employee's employment.

23 EXPLANATION

24 The inclusion of this explanation does not constitute agreement with
25 the explanation's substance by the members of the general assembly.

26 This bill provides that it is unlawful for any person,
27 firm, corporation, or association to interfere in the rights
28 of employees to participate in a union election, fail to enter
29 into an initial contract with a labor union that has been duly
30 elected to represent employees, misclassify employees for
31 purposes of denying employees the right to form a union or
32 receive the benefits of representation by a labor union, deny
33 the rights of an employee to receive the rights and benefits
34 of representation by a labor union based upon the employee's
35 immigration status, and to prevent employees in a labor union

1 from collectively bargaining with all employers that control
2 the terms and conditions of the employee's employment.

3 Code section 731.6 provides that any violation of Code
4 chapter 731, to include the bill, is a serious misdemeanor
5 and Code section 731.7 allows for an injunction to enforce
6 the rights of the Code chapter. A serious misdemeanor is
7 punishable by confinement for no more than one year and a fine
8 of at least \$430 but not more than \$2,560.